

Senate Study Bill 3247 - Introduced

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR'S BUDGET
BILL)

A BILL FOR

1 An Act relating to the compensation and benefits for public
2 officials and employees, providing for related matters, and
3 making appropriations.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. APPOINTED STATE OFFICERS.

2 1. The governor shall establish a salary for appointed
3 nonelected persons in the executive branch of state government
4 holding a position enumerated in and within the salary
5 ranges provided in 2008 Iowa Acts, chapter 1191, section 14,
6 by considering, among other items, the experience of the
7 individual in the position, changes in the duties of the
8 position, the incumbent's performance of assigned duties, and
9 subordinates' salaries. However, the attorney general shall
10 establish the salary for the consumer advocate, the chief
11 justice of the supreme court shall establish the salary for the
12 state court administrator, the ethics and campaign disclosure
13 board shall establish the salary of the executive director, and
14 the Iowa public broadcasting board shall establish the salary
15 of the administrator of the public broadcasting division of the
16 department of education, each within the salary range provided
17 in 2008 Iowa Acts, chapter 1191, section 14.

18 2. The governor, in establishing salaries as provided in
19 this section, shall take into consideration other employee
20 benefits which may be provided for an individual including but
21 not limited to housing.

22 3. A person whose salary is established pursuant to this
23 section and who is a full-time, year-round employee of the
24 state shall not receive any other remuneration from the state
25 or from any other source for the performance of that person's
26 duties unless the additional remuneration is first approved by
27 the governor or authorized by law. However, this provision
28 does not exclude the reimbursement for necessary travel and
29 expenses incurred in the performance of duties or fringe
30 benefits normally provided to employees of the state.

31 Sec. 2. COLLECTIVE BARGAINING AGREEMENTS FUNDED. The
32 various state departments, boards, commissions, councils,
33 and agencies, including the state board of regents, for
34 the fiscal year beginning July 1, 2010, and ending June 30,
35 2011, shall provide from available sources pay adjustments,

1 expense reimbursements, and related benefits to fully fund the
2 following:

- 3 1. The collective bargaining agreement negotiated pursuant
4 to chapter 20 for employees in the blue collar bargaining unit.
- 5 2. The collective bargaining agreement negotiated pursuant
6 to chapter 20 for employees in the public safety bargaining
7 unit.
- 8 3. The collective bargaining agreement negotiated pursuant
9 to chapter 20 for employees in the security bargaining unit.
- 10 4. The collective bargaining agreement negotiated pursuant
11 to chapter 20 for employees in the technical bargaining unit.
- 12 5. The collective bargaining agreement negotiated pursuant
13 to chapter 20 for employees in the professional fiscal and
14 staff bargaining unit.
- 15 6. The collective bargaining agreement negotiated pursuant
16 to chapter 20 for employees in the clerical bargaining unit.
- 17 7. The collective bargaining agreement negotiated pursuant
18 to chapter 20 for employees in the professional social services
19 bargaining unit.
- 20 8. The collective bargaining agreement negotiated pursuant
21 to chapter 20 for employees in the community-based corrections
22 bargaining unit.
- 23 9. The collective bargaining agreements negotiated
24 pursuant to chapter 20 for employees in the judicial branch of
25 government bargaining units.
- 26 10. The collective bargaining agreement negotiated pursuant
27 to chapter 20 for employees in the patient care bargaining
28 unit.
- 29 11. The collective bargaining agreement negotiated pursuant
30 to chapter 20 for employees in the science bargaining unit.
- 31 12. The collective bargaining agreement negotiated pursuant
32 to chapter 20 for employees in the university of northern Iowa
33 faculty bargaining unit.
- 34 13. The collective bargaining agreement negotiated pursuant
35 to chapter 20 for employees in the state university of Iowa

1 graduate student bargaining unit.

2 14. The collective bargaining agreement negotiated pursuant
3 to chapter 20 for employees in the state university of Iowa
4 hospital and clinics tertiary health care bargaining unit.

5 15. The annual pay adjustments, related benefits, and
6 expense reimbursements referred to in the sections of this
7 Act addressing noncontract state and state board of regents
8 employees who are not covered by a collective bargaining
9 agreement.

10 Sec. 3. NONCONTRACT STATE EMPLOYEES — GENERAL.

11 1. For the fiscal year beginning July 1, 2010:

12 a. The maximum and minimum salary levels of all pay plans
13 provided for in section 8A.413, subsection 3, as they exist for
14 the fiscal year ending June 30, 2010, shall not increase.

15 b. Employees may receive a step increase or the equivalent
16 of a step increase.

17 c. The pay plan for noncontract judicial branch employees
18 shall not be increased.

19 d. The pay plans for state employees who are exempt
20 from chapter 8A, subchapter IV, and who are included in the
21 department of administrative services' centralized payroll
22 system shall not be increased, and any additional changes
23 in any executive branch pay plans shall be approved by the
24 governor.

25 2. This section does not apply to members of the general
26 assembly, board members, commission members, persons whose
27 salaries are set by the general assembly pursuant to this Act
28 or are set by the governor, or other persons designated in
29 the section of this Act addressing appointed state officers,
30 employees designated under section 8A.412, subsection 5, and
31 employees covered by 11 IAC 53.6(3).

32 3. The pay plans for the bargaining eligible employees of
33 the state shall not be increased, and any additional changes
34 in such executive branch pay plans shall be approved by the
35 governor. As used in this section, *"bargaining eligible*

1 *employee* means an employee who is eligible to organize under
2 chapter 20, but has not done so.

3 4. The policies for implementation of this section shall be
4 approved by the governor.

5 Sec. 4. STATE EMPLOYEES — STATE BOARD OF REGENTS. For
6 the fiscal year beginning July 1, 2010, and ending June 30,
7 2011, funds shall be provided from available sources of the
8 state board of regents for funding of collective bargaining
9 agreements for state board of regents employees covered by
10 such agreements and for the following state board of regents
11 employees not covered by a collective bargaining agreement:

12 1. Regents merit system employees and merit supervisory
13 employees.

14 2. Faculty members and professional and scientific
15 employees.

16 Sec. 5. BONUS PAY. For the fiscal year beginning July 1,
17 2010, and ending June 30, 2011, employees of the executive
18 branch, judicial branch, and legislative branch shall not
19 receive bonus pay unless otherwise authorized by law, required
20 pursuant to a contract of employment entered into before July
21 1, 2010, or required pursuant to a collective bargaining
22 agreement. This section does not apply to employees of the
23 state board of regents. For purposes of this section, *bonus*
24 *pay* means any additional remuneration provided an employee in
25 the form of a bonus, including but not limited to a retention
26 bonus, recruitment bonus, exceptional job performance pay,
27 extraordinary job performance pay, exceptional performance pay,
28 extraordinary duty pay, or extraordinary or special duty pay,
29 and any extra benefit not otherwise provided to other similarly
30 situated employees.

31 Sec. 6. SPECIAL FUNDS. For the fiscal year beginning July
32 1, 2010, and ending June 30, 2011, salary adjustments otherwise
33 provided for in this Act may be funded using departmental
34 revolving, trust, or special funds for which the general
35 assembly has established an operating budget, provided doing so

1 does not exceed the operating budget established by the general
2 assembly.

3 Sec. 7. FEDERAL FUNDS APPROPRIATED. For the fiscal
4 year beginning July 1, 2010, all federal grants to and the
5 federal receipts of the agencies affected by this Act which
6 are received and may be expended for purposes of this Act are
7 appropriated for those purposes and as set forth in the federal
8 grants or receipts.

9 Sec. 8. STATE TROOPER MEAL ALLOWANCE. For the fiscal
10 year beginning July 1, 2010, the sworn peace officers in the
11 department of public safety who are not covered by a collective
12 bargaining agreement negotiated pursuant to chapter 20 shall
13 receive the same per diem meal allowance as the sworn peace
14 officers in the department of public safety who are covered
15 by a collective bargaining agreement negotiated pursuant to
16 chapter 20.

17 Sec. 9. SALARY MODEL ADMINISTRATOR. The salary model
18 administrator shall work in conjunction with the legislative
19 services agency to maintain the state's salary model used for
20 analyzing, comparing, and projecting state employee salary
21 and benefit information, including information relating to
22 employees of the state board of regents. The department of
23 revenue, the department of administrative services, the five
24 institutions under the jurisdiction of the state board of
25 regents, the judicial district departments of correctional
26 services, and the state department of transportation shall
27 provide salary data to the department of management and the
28 legislative services agency to operate the state's salary
29 model. The format and frequency of provision of the salary
30 data shall be determined by the department of management and
31 the legislative services agency. The information shall be
32 used in collective bargaining processes under chapter 20 and
33 in calculating the funding needs contained within the annual
34 salary adjustment legislation. A state employee organization
35 as defined in section 20.3, subsection 4, may request

1 information produced by the model, but the information provided
2 shall not contain information attributable to individual
3 employees.

4

EXPLANATION

5 This bill relates to the funding for the fiscal year
6 beginning July 1, 2010, of salary increases for appointed
7 nonelected officers, employees subject to collective bargaining
8 agreements, certain noncontract employees, and board of regents
9 employees.

10 The maximum and minimum salary levels of all pay plans
11 of noncontract state employees are not increased and a step
12 increase or the equivalent of a step increase is authorized.

13 A supplemental authorization is provided to fund salaries
14 from trust, revolving, and special funds for which the general
15 assembly has established a budget.

16 The bill prohibits bonus pay for employees of the executive
17 branch, except for employees of the state board of regents,
18 the judicial branch, and the legislative branch, unless the
19 bonus pay is otherwise authorized by law, required pursuant to
20 an employment contract entered into before July 1, 2010, or
21 required pursuant to a collective bargaining agreement.

22 The salary model administrator is required to work in
23 conjunction with the department of management and the
24 legislative services agency to analyze, compare, and project
25 state salary and benefit information.